

ACBSP UPDATE

January 2002

News From the President

As the fall semester comes to a close, it is appropriate to thank all of you for the hard work and dedication demonstrated since our 13th Annual Conference in New York City. This fall has been a busy but gratifying one for your Board of Directors, both Boards of Commissioners, for all of our Regional Officers, for our standing and special committees, and for our headquarters staff. Your efforts are definitely appreciated.

In addition to agenda-packed fall Board Meetings for all three Boards, each of our regions conducted their fall Regional Meeting. Either Dr. Frank Wert or Dr. Gary DeBauche (or both) was able to attend and participate in all but two of the meetings. Our regional meetings continue to illustrate the commitment to ACBSP as demonstrated by each of the regional officers and their regional membership.

As we look forward to the spring semester, the calendar of ACBSP activities is full. All three Boards will be meeting, Regional Presidents will be meeting with the Board of Directors, standing and special committee work will continue, and numerous accreditation site visits will occur. I am sure the result of these upcoming efforts will again illustrate this association's ongoing pursuit of excellence.

During January, please look forward to receiving the conference brochure for our 14th Annual Conference "**Energizing Education Excellence**". Your Conference Committee has planned a diverse and informative collection of keynote

speakers, panel discussions, and workshops, which will have something of interest to everyone and guaranteed to energize our minds. You may be interested in attending a series of presentations focusing on student involvement. Or, perhaps your interest is in identifying methods to energize your classroom, or you sense a need to energizing your business unit team, or your business product offering. Maybe your immediate concern is to energize and maximize your ACBSP accreditation with your students, faculty, business partners, and stakeholders. Whatever your personal or institutional goals, there will be multiple activities to interest and energize you.

Your conference schedule also allows time for committee meetings, regional meetings, accreditation meetings, reaffirmation meetings, and honor society meetings so that we can further our pursuit of excellence for our association.

Additionally, your Conference Committee has scheduled time for us to recognize and celebrate our accomplishments -- our newly accredited institutions, our reaffirmations, our regional and national teaching excellence winners, and our Academic Hall of Fame winner.

Please be sure you have your calendar cleared for June 21-24, 2002. Complete your registration information and make your reservations early so we will be sure to see all of you in Houston as we all work toward "**Energizing Education Excellence**".

14th Annual Conference -- "At A Glance" HOUSTON, TEXAS

Thursday, June 20, 2002

4:00 p.m. – 6:00 p.m. Early Registration

Friday, June 21, 2002

8:00 a.m. – 5:00 p.m. Registration
 8:00 a.m. – 10:00 a.m. ACBSP Leadership Breakfast Meeting
 9:00 a.m. – 3:00 p.m. Kappa Beta Delta Student Conference
 10:00 a.m. – 11:00 a.m. ACBSP Boards of Commissioners' Meeting
 1:00 p.m. – 4:00 p.m. ACBSP Committee Meetings
 6:00 p.m. – 8:00 p.m. **WELCOME RECEPTION**

Saturday, June 22, 2002

7:30 a.m. – 4:00 p.m. Registration
 8:00 a.m. – 9:00 a.m. Kappa Beta Delta Chapter Workshop
 8:00 a.m. – 9:30 p.m. Clarification of Scholarship Workshop
 8:00 a.m. – 9:30 a.m. Program Evaluator Training
 Workshops
 8:00 a.m. – 9:30 a.m. **CONCURRENT SESSIONS**
 Energizing the Business Classroom
 Energizing the Business Curriculum
 Energizing Globalization of Business
 8:00 a.m. – 9:30 a.m. Regional Officers Workshop
 9:30 a.m. – 10:00 a.m. New Member Welcome Coffee Break
 10:00 a.m. – 11:30 a.m. **Opening Session**
 11:00 a.m. – 12:30 p.m. Spouses' Welcome Coffee
 11:30 a.m. – 1:30 p.m. **Celebration of Regions Luncheon**
 1:30 p.m. – 3:00 p.m. **ACBSP Member Forum**
 3:00 p.m. – 3:30 p.m. Coffee Break
 3:30 p.m. – 5:00 p.m. Commission Meetings
 5:00 p.m. – 6:00 p.m. Delta Mu Delta Chapter Workshop
 5:00 p.m. – 6:00 p.m. Workshop or New Deans, Directors and Chairs

Sunday, June 23, 2002

9:00 a.m. – 10:00 a.m. Personnel Committee Meeting
 10:00 a.m. – 4:30 p.m. Registration
 10:00 a.m. – 11:00 a.m. **Panel of Distinguished Presidents: Critical Issues on America's Campuses**
 11:00 a.m. – noon Initial Accreditation Process and Standards Workshop
 11:00 a.m. – 12:30 p.m. Option B Accreditation and Reaffirmation Workshop
 11:00 a.m. – 12:30 p.m. **CONCURRENT SESSIONS**
 Energizing the Business Curriculum
 Energizing the Business Classroom
 Energizing Student Involvement

12:30 p.m. – 2:00 p.m.
 2:00 p.m. – 3:30 p.m.

2:00 p.m. – 3:30 p.m.

2:00 p.m. – 3:30 p.m.
 3:30 p.m. – 4:00 p.m.
 4:00 p.m. – 5:00 p.m.
 4:00 p.m. – 5:30 p.m.
 4:00 p.m. – 5:30 p.m.

5:00 p.m. – 8:00 p.m.

5:00 p.m. – 8:00 p.m.

Monday, June 24, 2002

7:30 a.m. – 8:30 a.m.
 8:00 a.m. – 4:00 p.m.
 8:30 a.m. – 9:30 a.m.
 9:30 a.m. – 10:00 a.m.
 10:00 a.m. – 11:30 a.m.
 10:00 a.m. – 11:30 a.m.

11:30 a.m. – 1:00 p.m.
 1:00 p.m. – 2:30 p.m.
 2:30 p.m. – 4:00 p.m.

2:30 p.m. – 4:00 p.m.

4:00 p.m. – 4:30 p.m.
 4:30 p.m. – 6:00 p.m.

6:30 p.m. – 7:15 p.m.
 7:00 p.m. – 7:15 p.m.
 7:15 p.m. – 10:00 p.m.

Luncheon

Lessons Learned from Site Visitations Workshop
CONCURRENT SESSIONS
 Energizing the Business Classroom
 Energizing the Business Curriculum
 Reaffirmation Workshop
 Coffee Break
 Evaluator Reflection Workshop
 Option A Accreditation Workshop
 How We Achieved Option B Accreditation
CONCURRENT SESSIONS
 Energizing the Business Curriculum
 Energizing the Business Unit
 Delta Mu Delta National Executive Council Meeting
 Kappa Beta Delta Board of Directors Meeting

Accreditation Breakfast
 Registration
 Regional Council Meetings
 Coffee Break
 One-on-One Sessions
CONCURRENT SESSIONS
 Energizing the Business Unit
 Energizing the Importance of ACBP Accreditation
 Energizing the Business Curriculum
 Candidacy and Mentoring Workshop
Reaffirmation Luncheon
CONCURRENT SESSIONS
 Energizing Student Involvement
 Energizing the Business Classroom
 Energizing Globalization of Business
 Introduction to Outcomes Assessment Workshop
 Coffee Break
CONCURRENT SESSIONS
 Energizing the Business Curriculum
 Energizing the Business Classroom
 Energizing Student Involvement
 Energizing the Importance of ACBP Accreditation
Reception
 Accreditation Assemblage
Recognition Banquet

NEWS FROM HEADQUARTERS

Regional Presidents set to meet with ACBSP Board of Directors

The Presidents of the eight regional councils will meet with the Board of Directors at the February Board meeting in Kansas City. The purpose of the joint meeting is to provide a forum for the regions to bring local issues before the Board, to coordinate ongoing committee work, to enhance communications, and to further promote the mission of ACBSP. Let your regional president know of topics and issues that you believe should be brought before the Board.

Executive Director participates in HACU meeting

As part of the cooperative agreement signed between ACBSP and the Hispanic Association of Colleges and Universities (HACU) Dr. Wert participated on a panel of specialized accreditors at HACU's annual conference held in October in San Juan, Puerto Rico. Panel members addressed "Specialized International Accreditation: Issues and Trends in Higher Education."

Regional Councils conclude fall meetings

Six of the eight regional councils held very successful meetings during the fall semester with extremely diverse and interesting programs. With excellent leadership, good attendance and suburb member participation, the regional meetings once again proved to be vital components of the ACBSP mission. The unexpected did occur, however, when the Region VI meeting, scheduled for November 29 and 30 in Wichita Falls, Texas, was cancelled due to snow. The meeting is rescheduled for January 31 and February 1.

Board of Directors and Baccalaureate/Graduate Board of Commissioners vacancies to be considered

ACBSP bylaws require that any vacancy on the

Board of Directors or on either Board of Commissioners be filled through an appointment by the Board of Directors. With the current two vacancies listed above, the Board had requested nominations and input from the membership. That process was completed in the fall and the result of the membership nomination and polling is now with the Board. The vacancies are a scheduled agenda item for the February Board meeting.

Canadian Association invites ACBSP

At the invitation of Dave Williamson, President of the Association of Canadian College Schools of Business (ACCSB), Dr. Wert attended their fall meeting in St. John's, Newfoundland, to discuss accreditation procedures and issues. ACCSB will be represented at the annual conference in Houston.

CHEA recognition prompts inquires at headquarters

As a result of CHEA's recognition of ACBSP, email queries have increased significantly. These inquires about ACBSP's mission and the accreditation process have come from individuals, other associations and quality control agencies, institutions, and from numerous sources abroad. Dr. Wert will represent ACBSP at the CHEA 2002 Annual Conference, January 21-23, and at their International Seminar, January 24.

Region VIII to hold first regional meeting

Plans are underway to hold the first International Council of Business Schools and Programs (ACBSP Region VIII) meeting in April in Paris. The meeting is being hosted by CEMHI (France), the home institution for the Region VIII President, Veronique Sournies. She is being assisted in the planning by Commissioner Hanora O'Sullivan and the Global Business Committee. We anticipate good attendance from European schools.

NEWS FROM HEADQUARTERS (Continued)

FIPSE work wins accolades

ACBSP has completed all of the work and submitted the final report for the FIPSE grant that made possible ACBSP's work with Black Colleges and Universities. In a letter to Dr. Wert, David Johnson of FIPSE wrote, "Through five years of extraordinary effort and service, ACBSP has assisted 15 departments and schools to full accreditation status, more than doubling the number of BCU's with this distinction. ...These are results of which ACBSP can be justly proud." Congratulations, and thanks to all of you who worked so diligently to produce such impressive results.

ACBSP'S SCHEDULE OF BOARD MEETINGS

Board of Commissioners of the Associate Degree Commission-
Spring meeting in Kansas City/ **April 19-20, 2002**

Board of Commissioners of the Baccalaureate/Graduate Degree Commission-
Spring meeting in Kansas City/ **April 19-20, 2002**

Boards of Commissioners set permanent meeting dates:

The Fall Meeting of the Boards of Commissioners will be held on the last Friday/Saturday of each October
and the

Spring Meeting of the Boards of Commissioners will be held on the last Friday of each April

Board of Directors set permanent meeting dates:

The Fall Meeting of the Board of Directors will be held on the third Friday/Saturday of each September and
the Spring Meeting of the Board of Directors will be held on the last Friday of each February

Associate Degree News

Best Practices in Outcomes Assessment

Most of you are probably aware that the two-year accreditation standards are being integrated with the Baldrige criteria (nineteen Baldrige item statements) for educational institutions. A key to successful Baldrige implementation is self-reflection based on accurate data. To help institutions prepare for the integrated standards, institutions are asked to identify in their Quality Assurance Reports evidence of student learning and how this evidence has been used to improve their learning environments and program offerings.

During the two-year board of commissioners fall meeting, commissioners were interested in reviewing annual reports to see how institutions have effectively used outcomes assessment methods that resulted in program enhancement and improvement through reflective analysis. The commissioners felt the assessment practices of Morehead State University (MSU) in Morehead, Kentucky were worthy of note.

At MSU the missions of the institution and business unit are linked to each program. Then, for each program, several learning outcomes are identified. For each learning outcome, several assessment methods are chosen. Each assessment method is then analyzed by measurement criteria, data collection techniques, assessment results, and finally use of results to improve instruction and learning. All of this information is summarized on a form

allowing stakeholders to easily identify, by program, strengths and opportunities for improvement.

The process allows faculty to discuss assessment issues on an on-going basis so that throughout an academic year, data is gathered and analyzed, and changes are implemented. Completing the assessment report is a matter of procedure that summarizes the year's events, and not a last minute project completed in haste. Most importantly, faculty and administration use the data generated to improve the quality of the educational experience for students.

While there are many models that could be used to effectively implement an outcomes assessment program, there are at least five reasons why the model employed by MSU is worth examining: (a) it allows identification of program goals to be made at the department level while creating a linkage to the institution's vision, mission, and goals, (b) it encourages and provides incentive for faculty participation and buy-in, (c) it provides an opportunity for faculty and administration to conduct a thorough examination of program strengths and opportunities for improvement through on-going self-reflection and dialogue, (d) it integrates assessment into routine processes rather than as a discrete project, and (e) it focuses on continuous program improvement.

Dr. Blair Carruth
Division Chair, Business Administration Division
Salt Lake Community College

Associate Degree News (Continued)

Kappa Beta Delta

Kappa Beta Delta's (KBD) President, Ron Davis, has announced that KBD has currently thirty chapters with an approximate membership of fourteen hundred members.

For those accredited ACBSP associate degree institutions that are interested in establishing a chapter before February 1, 2001, the Board of KBD has announced that through February 1, 2002 **the one-time chapter fee has been reduced from \$200 from \$100.** After February 1, the one-time chapter fee will revert back to \$200. For further information on establishing a chapter, please call Kappa Beta Delta at 913-339-9356 or by e-mail at kbd@acbsp.org.

Associate Degree Standards

The final version of the "**Integration of ACBSP Associate Degree Standards with Baldrige Criteria**" will be available for download at <http://www.acbsp.org/accredit.html> no later than Friday, January 18, 2002.

The Association's bylaws require a **two-thirds affirmative vote** of our two-year membership in order to make changes to the standards. This voting process will be done electronically. All primary representatives will be receiving the ballot electronically sometime around January 25,

2002. The ballot should be return electronically by Friday, February 25, 2002.

The Commissioners of the Associate Degree Commission are recommending that you approve this document that integrates the current Associate Degree Standards with nineteen Baldrige item statements.

They believe that the integration will assist ACBSP institutions in the following areas:

- Guide business departments/units as they focus on systematic quality assurance measures
- Enhance the current accreditation process of ACBSP
- Stress standards without undue standardization.

If the integrated standards are approved, the time horizon for implementation will be as follows:

- For the 2001/02 Academic Year, institutions will use the standards dated March 1999.
- For the 2002/03 Academic Year, Dual Track/Transition Phase, institutions seeking initial accreditation or reaffirmation of their accreditation may use either set of standards.
- For the 2003/04 Academic Year, institutions will use the integrated standards.

BACCALAUREATE/GRADUATE DEGREE NEWS

Each year as a part of the continuous improvement process the Board of Commissioners reviews accreditation actions and procedures and identifies ways by which the process might be improved and might be made more helpful to member institutions. The Board is on track for their April meeting to consider several proposals on the accreditation and reaffirmation processes.

Non-prescriptive Review

ACBSP has taken the lead in the development of a non-prescriptive review procedure that provides institutions of higher education with a process that enables them to maintain the high academic standards required for accreditation and to enhance their responsiveness to stakeholder demands and to market supply. While this initiative has been bold in scope, it has caused some confusion among ACBSP members. Many believe that option A and option B represent two sets of standards. The fact is they represent alternative procedures that an institution may adopt to meet the single set of standards required for accreditation by ACBSP.

Although these alternative procedures appear quite different, they do share a number of important similarities, the foremost of which is the importance that both option A and option B attach to a functional assessment program that links assessment results to the decisions and operations of the business school or program. Such commonalities have resulted in the Board of Commissioners appointing a special committee, chaired by Commissioner Randy Nutter, to develop a document that details the collaboration of these two options and explores integrative concepts. The intention of this committee is not to develop a third process for seeking accreditation or to advocate the elimination of either option. Rather, the purpose is to create a document that focuses on the similarities of the two processes and identifies alternatives for implementation regarding sections many have identified as

antithetical to one another. This document will be available for review and discussion at the annual meeting in Houston.

The Initial Accreditation Process

As the Board of Commissioners has analyzed the results of the accreditation process, it has noted a significant rate of deferral and a much larger number of conditions issued to programs that have not gone through the candidacy process as compared to those that have. Candidacy has been observed to yield high levels of success in obtaining accreditation, and these accreditations have been of higher quality with fewer accreditation conditions. As a result of this realization, combined with the desire that the accreditation process be both beneficial and successful, the Board of Commissioners is proposing to change the initial accreditation process. Under this proposed change, the first step in accreditation will be for a school to become a candidate for accreditation.

Entering the accreditation process by first becoming a candidate does not alter the time required to achieve accreditation. Candidacy can last from as little as a few months for schools ready to proceed to self-study, to as much as five years for those schools that need to make substantial modifications to current practices and systems. The intent of this change is to identify and solve compliance problems in advance of seeking accreditation, and thereby improving the likelihood of success of the accreditation application. This will reduce the number of accreditation deferrals and conditions, reduce the associated expenses and reduce the potential disappointment for the administration of the member school.

The Board of Commissioners wants to help member schools and programs to continuously improve and to achieve accreditation. This process will help to insure these outcomes.

Professional Opportunity Ads



FACULTY OPENING IN SCHOOL OF BUSINESS (ACCOUNTING and/or IT)

*The Biola University School of Business invites applications
for a tenure-track position to begin Fall 2002*

QUALIFICATIONS: Ph.D. or DBA in a business discipline from an accredited university with 5-7 years experience teaching business at the undergraduate level. Active consulting to a wide range of companies, a plus. **Interested specifically in doctorates in Accounting or Information Technology, or 12 plus graduate hours (Accounting or IT)** with a general business doctorate. A strong track record of primary research and publications in professional/academic journals. An ability and desire to integrate business principles with faith perspectives in course content and delivery. Administrative experience in undergraduate programs. This is a tenure track position.

DUTIES: Teach 12 units in undergraduate courses, or adjustment for administrative duties. Engage in high quality applied business research with an explicit integration of faith-oriented perspectives. Advise undergraduate students in program, course, and career-related matters. Encouraged to pursue consulting with Los Angeles-area firm(s) and actively involve such into case analysis in the classroom.

SALARY: Competitive based upon candidate's overall qualifications and program fit.

THE MBA PROGRAM: The Biola MBA incorporates a rigorous and broadly-based strategy for advanced business study, with a Biblically-based passion for creativity, vision, innovative problem-solving, and the highest ethical standards. Small classes, close relationships with deeply committed faculty known for teaching excellence, and mentoring with successful entrepreneurs, together prepare graduates to be Christ-centered agents of change to impact and transform the contemporary marketplace.

THE SCHOOL OF BUSINESS: The undergraduate program is nationally-accredited by the Association of Collegiate Business Schools and Programs (ACBSP) offering a B.S. in with emphases in accounting, information systems, management, and marketing. The MBA program was launched in Fall 2001, and will be a candidate for graduate ACBSP accreditation. The School is located at the crossroads of the Los Angeles-Orange County commercial centers.

THE UNIVERSITY: Biola is an evangelical Christian university in which faculty endorse a university statement of Christian faith and community values, and are committed to the integration of faith and learning. Founded in 1908, Biola is comprised of six schools in an environment that integrates academic excellence, knowledgeable and living Christianity, and a unique blend of faith and learning conducive to strong academic and vocational goals. The university is located 22 miles southeast of downtown Los Angeles, and serves a student body of over 4100 students in 145 academic programs from B.A. to Ph.D.

CONTACT: Mr. Larry Strand, Dean, Biola University School of Business. 13800 Biola Avenue, La Mirada CA 90639. Phone: 562.903.6000 ext 4770 or ext 5176. E-mail: larry_strand@peter.biola.edu.



FACULTY OPENING IN SCHOOL OF BUSINESS

*The Biola University School of Business invites applications
for a tenure-track position to begin Fall 2002*

QUALIFICATIONS: Ph.D. or DBA in a business discipline (i.e. finance, marketing, management) from an accredited university with 5-7 years experience teaching business at the undergraduate level (graduate MBA teaching experience also preferred). Minimum 5 years active consulting to a wide range of companies. A strong track record of primary research and publications in journals, and professional/academic journals. An ability to integrate both entrepreneurial and faith perspectives in innovative course content. Administrative experience in graduate programs a plus.

DUTIES: Teach combination of undergraduate and graduate courses. Engage in high quality applied business research with an explicit integration of faith-oriented perspectives. Advise MBA students in program-, course-, and career-related matters. Encouraged to pursue consulting with Los Angeles area firm(s) and actively involve such into case analysis and problem solving in the classroom.

SALARY: Competitive based upon candidate's overall qualifications and program fit.

THE MBA PROGRAM: The Biola MBA incorporates a rigorous and broadly-based strategy for advanced business study, with a Biblically-based passion for creativity, vision, innovative problem-solving, and the highest ethical standards. Small classes, close relationships with deeply committed faculty known for teaching excellence, and mentoring with successful entrepreneurs, together prepare graduates to be Christ-centered agents of change to impact and transform the contemporary marketplace.

THE SCHOOL OF BUSINESS: The undergraduate program is nationally-accredited by the Association of Collegiate Business Schools and Programs (ACBSP) offering a B.S. in with emphases in accounting, information systems, management, and marketing. The MBA program was launched in Fall 2001, and will be a candidate for graduate ACBSP accreditation. The School is located at the crossroads of the Los Angeles-Orange County commercial centers.

THE UNIVERSITY: Biola is an evangelical Christian university in which faculty endorse a university statement of Christian faith and community values, and are committed to the integration of faith and learning. Founded in 1908, Biola is comprised of six schools in an environment that integrates academic excellence, knowledgeable and living Christianity, and a unique blend of faith and learning conducive to strong academic and vocational goals. The university is located 22 miles southeast of downtown Los Angeles, and serves a student body of over 4100 students in 145 academic programs from B.A. to Ph.D.

CONTACT: Mr. Larry Strand, Dean, Biola University School of Business. 13800 Biola Avenue, La Mirada CA 90639. Phone: 562.903.6000 ext 4770 or ext 5176. E-mail: larry_strand@peter.biola.edu.

EDINBORO UNIVERSITY OF PENNSYLVANIA

Edinboro University invites nominations and applications for the following tenure track positions beginning Fall 2002.

SCHOOL OF SCIENCE, MANAGEMENT & TECHNOLOGY

BUSINESS ADMINISTRATION & ECONOMICS DEPARTMENT

#210-1082 – Instructor/Assistant Professor

Responsibilities: Principles of Accounting I and II, Cost Accounting and other advanced accounting courses consistent with candidate's area of expertise.

Qualifications: PhD/DBA in accounting preferred. MBA with concentration in accounting or MS Accounting considered with professional certification in accounting (CPA or CMA).

Deadline: Applications must be postmarked by **January 31, 2002.**

In accordance with the terms of the collective bargaining agreement between the State System of Higher Education and APSCUF, you may be assigned to perform work at off-campus sites and/or provide instruction through distance education.

In addition to teaching responsibilities, faculty members are expected to maintain a record of scholarship, perform additional duties such as student advising, and contribute positively to departmental/university activities, etc., in compliance with a collective bargaining agreement. In order to be a finalist in the search, in addition to the aforementioned requirements, the candidate minimally must be able to communicate well and perform well in an interview and teaching demonstration.

SALARY: Very competitive; commensurate with qualifications/experience.

APPLICATION PROCEDURE: Qualified applicants should submit a letter of application to Dr. Eric Randall, Dean of SM&T, Department ACBSP, Edinboro University of PA, Edinboro, PA 16444, specifying the position # and title, CV, and names/addresses/telephone numbers of three current references (two of whom can attest to teaching effectiveness) and copies of transcripts. Contingent upon enrollment. Fluency in the English language for final candidates will be assessed.

Edinboro University of Pennsylvania is building a diverse academic community and encourages people of color, women, veterans and persons with disabilities to apply. AA/EOE.

Visit our home page at <http://www.edinboro.edu> Offices & Services, Employment Opportunities

Fairmont State College

School of Business and Economics

Faculty Position for

2002-2003 Academic Year



FAIRMONT
STATE COLLEGE

About the College

Fairmont State College and Fairmont State Community and Technical College are undergraduate, state-supported institutions with a combined enrollment of approximately 6,700 students. The 90-acre campus is located in Fairmont, WV, 90 miles south of Pittsburgh, in a region known for its natural scenic beauty, its rich history, and its numerous recreational opportunities. Founded in 1865, Fairmont State College offers 126 degree programs, including courses of study leading to baccalaureate degrees in business, fine arts, humanities, engineering technology, aviation technology, social and natural sciences, health careers, and teacher education. Fairmont State Community and Technical College is a comprehensive community and technical college, which will soon be applying for separate regional accreditation. It offers a wide range of programs for career-technical education granting a one-year certificate as well as the associate degree after two years of study. Pre-professional study is available in medicine, dentistry, law, pharmacy, architecture, engineering, and physical therapy. Two additional campuses are the Gaston Caperton Center, located in Clarksburg, and the Robert C. Byrd National Aerospace Education Center, a state-of-the-art facility dedicated to aviation technology.

Application Procedure

A letter of application and résumé with the name, address, and telephone number of three references should be sent to Dr. Rebecca Schaupp, Chair, School of Business and Economics, Fairmont State College, 1201 Locust Ave., Fairmont, WV 26554-2470. Except as otherwise noted, it is normally expected that candidates for tenure-track positions will complete all requirements for their doctorates by the beginning of the 2002-2003 academic year. This position is entry level with appointment made at the rank of assistant professor. Review of applications will begin on November 26, 2001, and continue until the position is filled. Salaries are commensurate with credentials and experience. Faculty may be assigned to teach courses at the Gaston Caperton Center and at other off-campus sites. All faculty are expected to serve on committees, advise students, and participate in the academic community.

Position:

Information Systems: Teach courses in information systems, such as systems analysis, database design, software development, networking, and programming. Preference will be given to candidates who demonstrate knowledge of Oracle, Visual Basic, and other nationally recognized information systems tools. Professional certifications are a plus. Candidates must possess a Ph.D. in information systems, management information systems, computer science, computer information systems or business-related discipline. Applicants are expected to have completed a minimum of fifteen graduate hours in business and have college-level teaching experience in business and/or information systems.

FAIRMONT STATE COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION INSTITUTION. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

KETTERING UNIVERSITY

Kettering University, formerly GMI Engineering & Management Institute, invites applications for two tenure-track positions in Accounting beginning January 2002 or as negotiated. Applicants from ABDs in accredited doctoral programs in Accounting as well as from established faculty members in Accounting would be welcome.

Responsibilities include teaching Introductory and Advance Accounting courses to undergraduate and graduate business majors; advising students – curriculum and thesis; and providing service on committees and other assignments.

Candidates should have demonstrated teaching excellence at undergraduate and graduate levels. Candidates will provide leadership in developing programs appropriate to our Corporate Partners; will continue their professional development.

Salary is competitive.

Kettering University has approximately 2500 students, which are divided into two sections and alternative between a 12-week of classroom work and 12-week of full-time employment at over 700 corporations.

Additional information can be found at www.kettering.edu.

Please send resume and three reference letters to Accounting Search Committee, IMEB Department, Kettering University, 1700 West Third, Flint, Michigan 48503 or electronically to business@kettering.edu.

Kettering University is an EEO/M/F/V/D institution.

Saint Joseph College

Department Chair Department of Business Administration Tenure Track Faculty Position

Saint Joseph College, located in residential West Hartford, CT. midway between Boston and New York City, provides a rigorous liberal arts and professional education for a diverse student population while maintaining a strong commitment to developing the potential of women.

Saint Joseph College is seeking a successful, experienced business educator/administrator who will bring effective leadership in the areas of program planning, development and evaluation. The Chair is responsible for the administration and supervision of the business program. The Chair directs and supervises the work of department faculty members, develops and maintains effective relationships with local businesses and other departments within the College, while ensuring the quality of student advisement.

The ideal candidate will have an MBA, a doctorate in an appropriate field, and professional experience in business or the non profit sector. The candidate should have a clear commitment to teaching excellence and shared governance, superior interpersonal and communication skills.

Please send a letter of application that includes a statement of teaching/educational philosophy, detailed list of experiences and coursework, evidence of recent involvement in scholarly activities and business experience, current curriculum vitae and three recent letters of reference to Human Resources, Business Administration – Management Search Committee, Saint Joseph College, 1678 Asylum Avenue, West Hartford, CT 06117-2791

Review of applications will begin mid-November2001 and will continue until the position is filled.

Saint Joseph College is committed to diversity and is an EOE/M/F/V/D employer.

Saint Joseph College is a community which promotes the growth of the whole person in a caring environment which encourages strong ethical values, personal integrity and a sense of responsibility to the needs of society. Learn more about Saint Joseph College at www.sjc.edu.